

# Enlisted Supervisor Retention Pay (ESRP) Restructuring Plan Effective January 01, 2012



# **ESRP Restructure** *Why restructure ESRP?*

#### Restructure ESRP to

- Expand the program through completion of 23 years of service (3 additional years of eligibility)
- -Increase total career compensation (potential for additional \$27,000 in bonuses)
- -Encourage service in senior leadership positions (EDMC, RDMC, CVN LCPO)



# **ESRP Restructure** *How will ESRP change?*

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OLD REENLISTMEN ZONE	Γ SRB ZONE A				SRB ZONE B			ESRP ZONE C			ESRP ZONE D												
YEARS OF SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
NEW REENLISTMEN ZONE	r SRB ZONE A				SRB Z	ONE B		(Must	ESRP ? Possess	ZONE 1 Superv	isor NE(	2)		ZONE 2 above)		(E8 8		SRP ZON		service)			

- Old ESRP
  - Zone C (11-16 years)
  - Zone D (17-20 years)

- New ESRP
  - Zone 1 (11-14 years)
  - Zone 2 (15-18 years)
  - Zone 3 (19-23 years)



# **ESRP Restructure**When will ESRP change?

# 1 January 2012



### ESRP Restructure How will this affect bonuses?

Zone 1 is shortened ——AOS

In order to maximize Most contract payment multiples

Contract \$ = AOS X Base Pay X Multiple

Therefore,



#### Zone C/1 Multiple Comparison

RATING	ZONE C (old)	ZONE 1 (new)		
ETSS	8.5	8.5		
EMSS	6	5.5		
MMSS	6	7		
ELTSS	7	8		

RATING	ZONE C (old)	ZONE 1 (new)			
ETSW	5.5	5.5			
EMSW	4.5	5			
MMSW	5	5			
ELTSW	5	5.5			



### **ESRP Restructure**What are rules for Zone 1?

### Zone 1 Requirements

- Completion of 10 years of service through completion of 14 years of service
- Possess supervisory NEC
- Additional Obligated Service through 16 years eligible for payment

RATING	NEC	ZONE 1
ETSS	3363	8.5
EMSS	3364	5.5
MMSS	3365	7
ELTSS	3366	8

RATING	NEC	ZONE 1
ETSW	3393	5.5
EMSW	3394	5
MMSW	3395	5
ELTSW	3396	5.5



### ESRP Restructure What are rules for Zone 2?

### Zone 2 Requirements

- Completion of 14 years of service through completion of 18 years of service
- Must be E7 or above (including E6 selected for advancement to E7)

RATING	NEC	ZONE 2
ETSS	3363	2.5
EMSS	3364	2.5
MMSS	3365	2.5
ELTSS	3366	2.5

RATING	NEC	ZONE 2
ETSW	3393	2.5
EMSW	3394	2.5
MMSW	3395	2.5
ELTSW	3396	2.5



### **ESRP Restructure**What are rules for Zone 3?

### Zone 3 Requirements

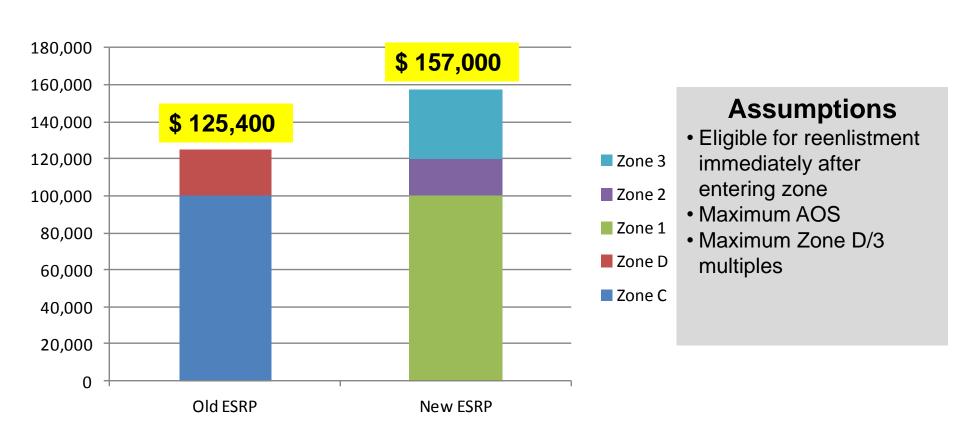
- Completion of 18 years of service through completion of 23 years of service
- Must be E8 or E9 (including E7 selected for advancement to E8)
- Must have served, be currently serving, or have accepted orders as EDMC,
   CVN LCPO, or CVN RDMC
- Zone 3 multiple dependent on length of Additional Obligated Service (AOS)

YEARS OF SERVICE	19	20	21	22	23
NEW REENLISTMENT ZONE			ESRP ZONE 3		
	0 to 24 months AOS	Multiple = 0.5			
LENGTH OF REENLISTMENT	25 to 36 months AOS	Multiple = 1.0			
	Greater than 37 mon	ths AOS Multiple = 1.5			

Longer service yields higher ESRP payment



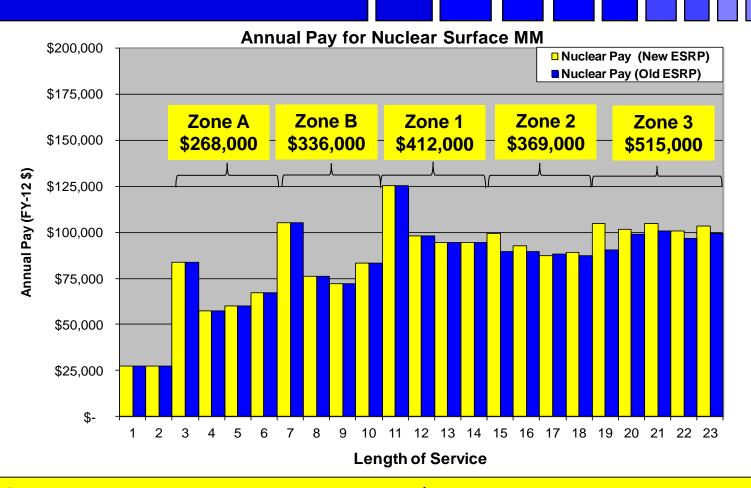
# ESRP Restructure How will this affect total pay?



#### **Higher max total compensation with new ESRP!**



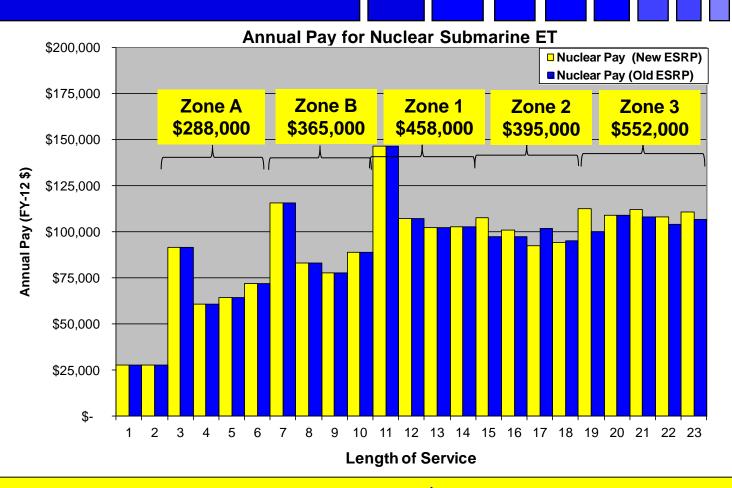
# ESRP Restructure How will this affect career pay?



Surface nuclear MM expects to earn \$1.9 million over 23-year career Additional \$25,000 with new ESRP



# ESRP Restructure How will this affect career pay?



Submarine nuclear ET expects to earn \$2.1 million over 23-year career Additional \$27,000 with new ESRP



# **ESRP** Restructure Who will answer my questions?

#### Contact N133D for ESRP questions

http://www.public.navy.mil/bupers-npc/enlisted/community/nuclear/Pages/ESRPSRBPrograms.aspx

ESRP Program Manager 703-604-5502

Nuclear Enlisted Quality Control and ECM 703-604-5491

Asst Nuclear Enlisted Program Manager 703-604-5492

Facebook: <u>Nuclear Community Manager</u>